

## **ARTICLE 21**

### **NO STRIKE - NO LOCKOUT**

#### **Section A. No Strike.**

Inasmuch as this Agreement provides machinery for the orderly resolution of disputes which relate to this Agreement by an impartial third party, the Employer and Union recognize their mutual responsibility to provide for uninterrupted services. Therefore, for the duration of this Agreement:

1. The Union agrees that neither it, its officers, agents, representatives nor members, individually or collectively, will authorize, instigate, condone, or take part in any strike, work stoppage, sit down, sit-in, slowdown or other concerted interruption of operations of services by employees (including purported mass resignations or sick calls) and employees will maintain the full and proper performance of duties in the event of a strike.
2. When the Employer notifies the Union by certified mail that any of the employees in this Bargaining Unit are engaged in any such strike activity, the Union shall immediately inform such employees that strikes are in violation of this Agreement and contrary to the Civil Service Commission Rules and Regulations. Failure or refusal of the Union to take such action shall be considered in determining whether or not the Union has violated sub-paragraph (1) above, either directly or indirectly.

#### **Section B. No Lockout.**

The Employer agrees that neither it, its officers, agents nor representatives, individually or collectively, will authorize, instigate, or condone any lockout.